

DSPD 2021 Community Inclusion Project

Community of Practice 6.29.21



CoP Agenda:

- Purpose and ground rules of the CoP
- Introductions of all group members
- Review of Phase 1 survey results
- Overview of SELN principles
- Discussion
- Next meeting

Housekeeping Items

- SELN presentation will be recorded
 - Shared on the DSPD website
- Ask questions in the chat or by unmuting yourself
 - Stay muted unless you are speaking to the group
 - You can 'raise your hand'
 - Use the black toolbar at the bottom of the screen

Purpose of the CoP

- Background
 - Employment First
 - Community Inclusion
 - Community Integration
- Purpose of the Day
 - Collaborate peer to peer
 - Learn about national best practices
 - Implement solutions to barriers

Ground Rules of the CoP

- Guidelines:
 - Respect all perspectives
 - Be open and honest
 - Stay focused on designated topic
 - Collaborate and share ideas during and between meetings
- Agreement:
 - Complete assignments
 - Attend all meetings
 - Take info back to your organization and share updates with this group

Introductions

- State Staff
- SELN staff
- Providers
- Support Coordinators



State Employment Leadership Network

The SELN is a place for states to connect, collaborate, and create cross-community support regarding pressing employment-related issues at state and federal levels for individuals with developmental disabilities.

The SELN was launched in 2006 as a joint program of the National Association of State Directors of Developmental Disabilities Services and the Institute for Community Inclusion at the University of Massachusetts Boston.



www.selnhub.org

Jean E Winsor

Senior Research Associate at the Institute for Community Inclusion (ICI) and policy specialist for the State Employment Leadership Network (SELN)

Jeanine Zlockie

Director of Special Projects at the National Association of State Directors of Developmental Disabilities Services (NASDDDS)

Phase 1 - Surveys



- Survey 1
 - Open-ended questions on barriers/solutions
 - Closed March 2
 - 30 respondents
 - Analyzed for themes



- Survey 2
 - Prioritize based on the themes
 - Closed June 15
 - 43 respondents
 - Analyzed for high priority themes



- Survey 3
 - Further prioritize themes
 - Opens in early July
 - Close before the next CoP

Survey Method

- Survey asked two basic questions of providers/professionals
 - What are the barriers to Competitive Integrated Employment and Community Inclusion?
 - Participants were asked to prioritize barriers
 - What strategies are used to address barriers?
- 3rd Round of Delphi survey to be completed July 2021

Survey Results

Survey Question: Please prioritize the negative impact each of the following barriers has on a person with a disability finding and keeping Competitive Integrated Employment (CIE)-

- Person has little to no available options for career advancement (57%)
- Staff Turnover (57%)
- Transportation (38%)
- Person needs additional knowledge about how to access available employment resources (35%)
- Employer Support (30%)
- Developing Natural Supports (28%)
- Vocational skill training (21%)
- Staff Knowledge and Training (21%)

Survey Results (Cont.)

Survey question: Please prioritize the negative impact each of the following barriers has on a person with a disability to be a part of their community:

- Staff and resources (64%)
- Person exhibits consistent negative behaviors that prevent full community inclusion (57%)
- Community support for inclusion (53%)
- Transportation (42%)

BEST PRACTICES IN OVERCOMING BARRIERS TO EMPLOYMENT



ELEMENT # 1:

Clear and consistent goals

Define what your agency wants to do better at and develop goals and timeframes to assess progress.

ELEMENT # 2:



An agency culture that supports inclusion

Values supporting people in the community. Create a culture that values positive thinking, creativity, innovation and continuous quality improvement.



ELEMENT # 3:

Active, person centered job placement

Values supporting people in the community. Create a culture that values positive thinking, creativity, innovation and continuous quality improvement.

ELEMENT # 4:



Strong Internal and External Communication Plan

Communicate clear, authentic expectations to a range of people. This will provide assurance, avoid confusion and tackles resistance head on.



ELEMENT # 5:

Reallocated and Restructured Resources

How you spend your money, how your
staff spend their time.

Do your material, fiscal and human
resources align with your mission?



ELEMENT # 6:

Ongoing Professional Development of Staff

An engaged and educated workforce is the key to high quality employment services. Invest in employees at all levels.



ELEMENT # 7:



Customer Focus and Engagement

Make strong and vital connections with both individuals/families and businesses. It is a dual customer model.

ELEMENT # 8:

Performance Measurement, Quality Assurance and Program Oversight

Need a clear framework for implementing and measuring strategies over time. Data based decision making is key.

ELEMENT # 9:



Multiple and Diverse Community Partnerships

Engaging with organizations and the state
systems to create buy on for change.
Consider school districts, VR, faith based
organizations, transportation
resources.



ELEMENT # 10:

A Holistic Approach

Consider the whole person with wrap around supports. Break down silos in your agency and create shared responsibility for employment.

Employment and Community Life Engagement



2018 NATIONAL CONVENTION
NASHVILLE, TN

Four Guideposts of Community Life Engagement

1. Individualize supports for each person
2. Promote community membership and contribution
3. Use human and social capital to decrease dependence on paid supports
4. Ensure that supports are outcome oriented and regularly monitored

One person at a time...



2016

Just Do It

We have a 'strategic' plan. It's called doing things.

Herb Kelleher
Southwest Airlines



Let's talk about how we can just do it.....

- When you think about the people you serve, what makes you the most excited about their future within their community?
- When you think about your organization or others in the state, what makes you the most anxious about change?
- Based in the 10 elements SELN presented, what are your priorities for discussion in the next CoP meeting?

Next Meeting

- Set date and time
- We will send out:
 - Summary of meeting
 - Bringing Employment First to Scale
 - Community Life Engagement
- Assignments:
 - Review the resources
 - Have an initial discussion with your organization
 - Bring any feedback from your organization
 - Fill out the third survey
 - Sign participation agreement

THANK YOU!